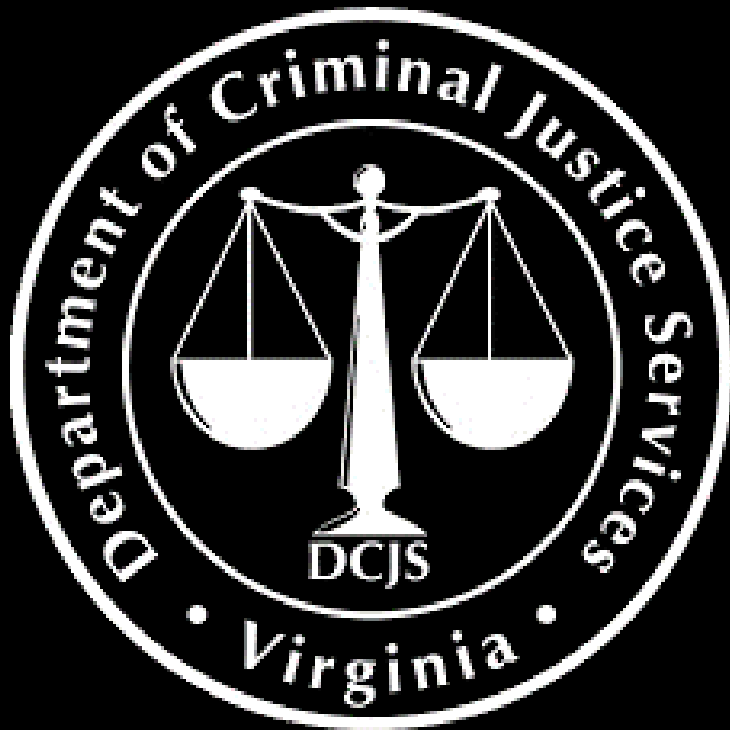


# ACTIVE ATTACKS and THE WORK PLACE



# MISSION

- To increase your survivability as an Immediate Responder during an active attack...what you do matters.
- Empower you to make informed decisions under stress...building greater personal resiliency and the ability to mitigate the threat.
- This is a collective effort on the part of Virginia DCJS and public safety stakeholders .

# WHOLE COMMUNITY APPROACH

The means by which civilians and stakeholders can collectively understand and assess the needs of their safety and determine the best ways to organize and strengthen their *resiliency* during an emergency situation.

The Whole Community Approach to emergency response/recovery reinforces the fact that public safety responders are only one part of the nation's emergency management team.

Civilians are now “Immediate Responders,” those who are caught up in the immediate event. We are here to help strengthen you through knowledge.

Don't  
Name  
Them

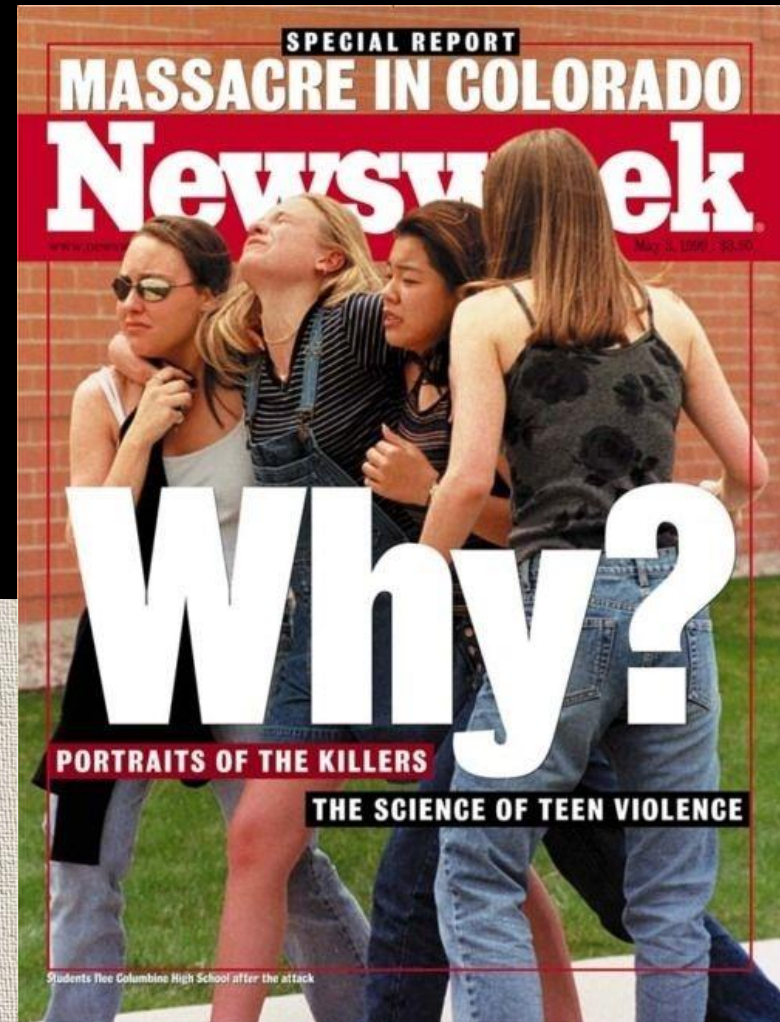
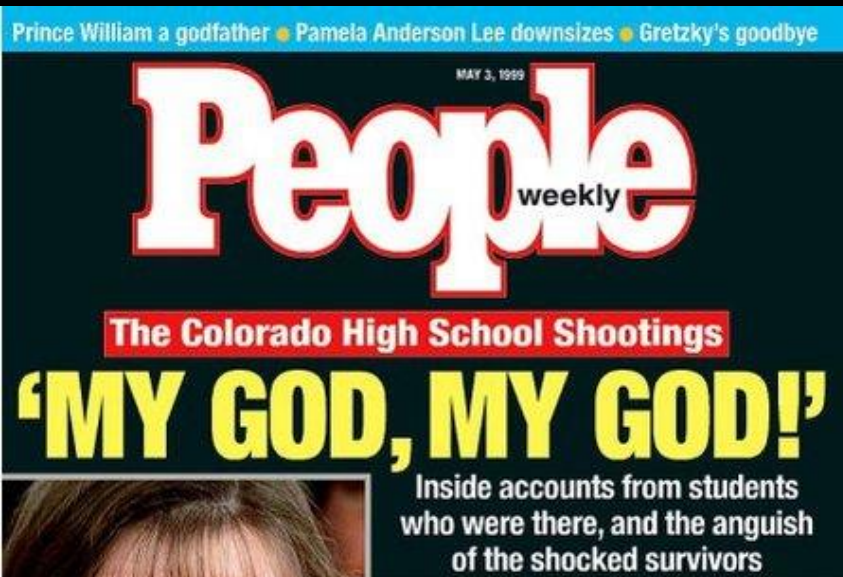


# WHAT IS AN ACTIVE ATTACK?

An event involving an individual actively engaged in killing or attempting to kill multiple people in a populated area...intent to commit mass murder.



April 20, 1999





# COLUMBINE LIBRARY 911 CALL





The driving force that we are faced with is reaction time with untrained stakeholders. Civilians/Immediate Responders who have *mentally prepared/scripted* can react quickly to the event.

Resiliency in action.

# THE ATTACKER

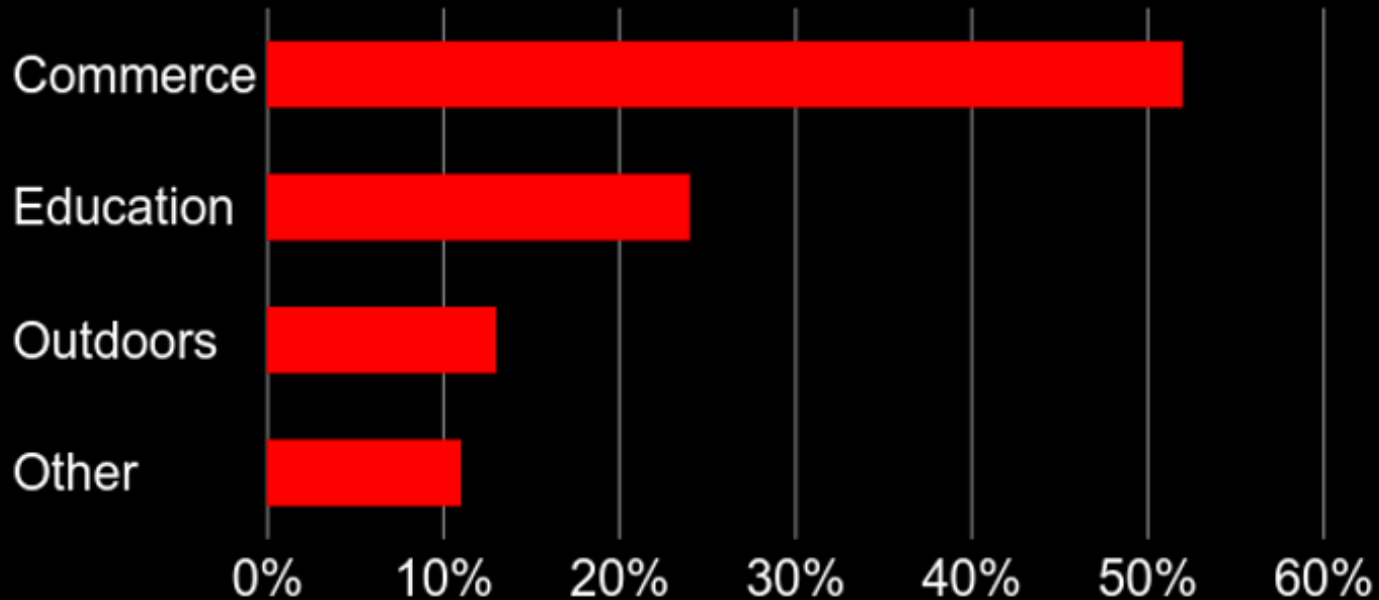
- Avenger Mindset
- Some broadcast



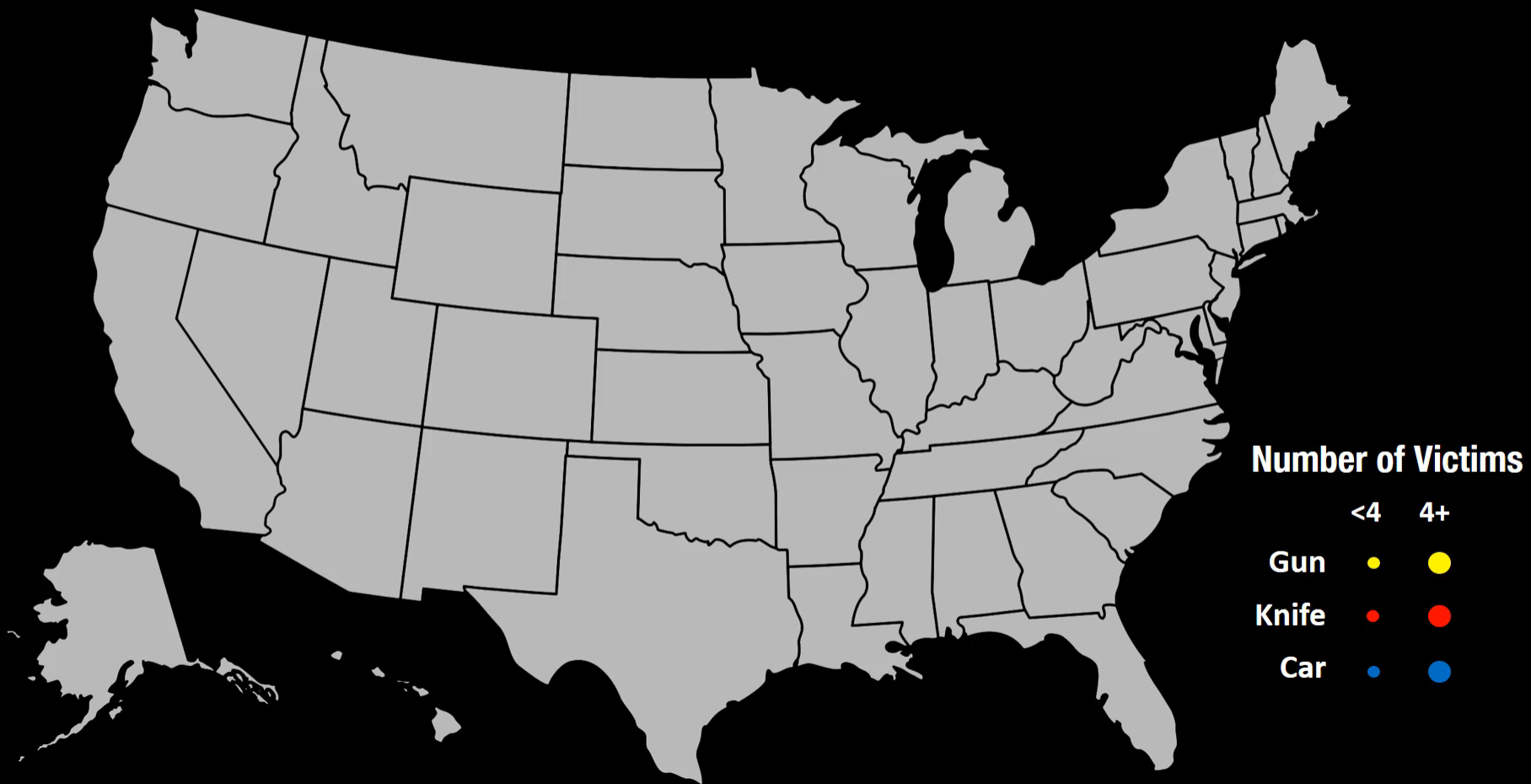
98% SINGLE SHOOTER



# LOCATION OF ATTACKS



# ROLLING MAP: 2000-2018





# U.C. SANTA BARBARA, CA (2014)



# LAS VEGAS (2017)







# NEW YORK CITY (2017)

\$1.25 • NYDailyNews.com METRO FINAL Partly sunny, 55/53, Wednesday, November 1, 2017

# DAILY NEWS

NEW YORK'S HOMETOWN NEWSPAPER

## BIKE PATH BLOODBATH



Say hello to Salim (above) turned track (left) who a murder weapon, raising down crowd of unsuspecting pedestrians and bicyclists to leave Manhattan Tuesday before being shot and arrested by police officers.

**PAGES 4-7 & 28**

- Terrorist kills 8 in death drive near WTC
- Screams 'Allahu akbar' amid carnage
- Cop shoots and cuffs ISIS-loving fanatic

PHOTO BY AP/WIDEWORLD

# VICTIMS PER EVENT

4 Injured  
2 Die

# THREE (3) MINUTES

- Law Enforcement response time averages about three minutes...help is coming, but it won't be there at the onset of attack.
- Active killing is over in five (5) minutes.
- Your immediate actions should be focused on maximizing your personal safety until Law Enforcement is able to mitigate the threat.



# STRESS RESPONSE

- Tunnel vision
- Audio exclusion
- Time dilation
- Loss of motor skills

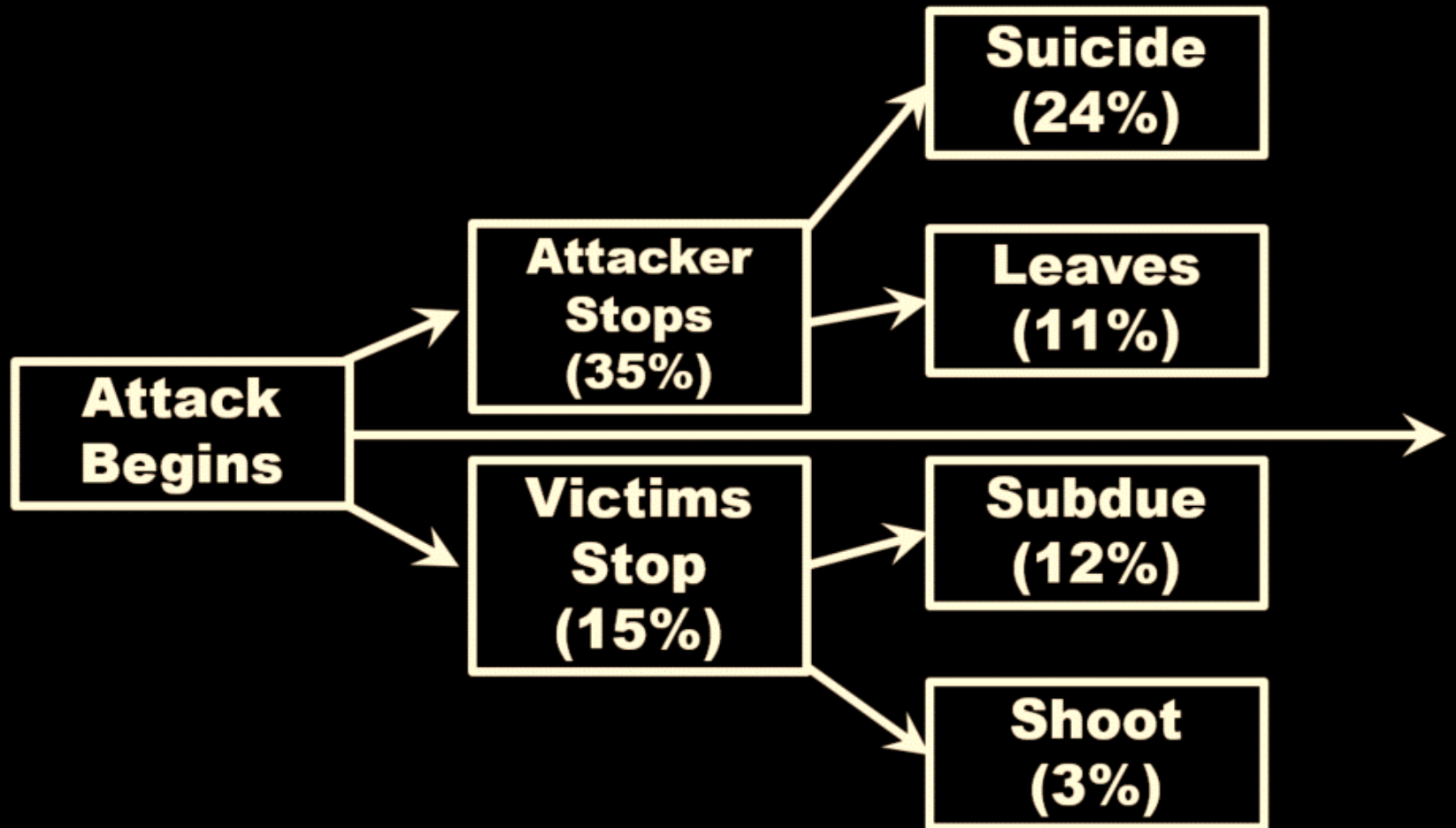
We highly recommend mentally preparing before the crisis to think about what you would actually do.

This preparation is called scripting...when under stress, you can recall these pre-prepared scripts.

Remember...environment dictates tactics.

# ATTACK RESOLUTION

50% of Attacks End Before Police  
Arrive







# ***AVOID/DENY/DEFEND***

Avoid, Deny, Defend empowers the Immediate Responder to make choices early in the decision cycle, when the tactical circumstances demand it.

A man in a white dress shirt and dark tie is crouching under a white office desk. He has a distressed expression, with his eyes closed and hands clasped together near his face. The desk is cluttered with papers and folders. The text "Hide & Hope" is overlaid in a large, white, serif font across the middle of the image.

Hide & Hope

AVOID, DENY, DEFEND

# AVOID

**Avoid** starts with your state of mind...scripting.

- Always be aware of your surroundings, situational awareness.
- Have an exit plan, know your exits, leave ASAP.
- Move away from the source of the threat as quickly as possible, call 911.
- The more distance and time barriers between you and the threat, the better.

# DENY

**Deny** when getting away is difficult or maybe even impossible...hiding is a passive response.

- Lock the door, lights out immediately.
- Create time barriers to prevent or slow down a threat from getting to you.
- Remain out of sight and quiet by hiding behind large objects and silencing your phone.
- Take action to assist in your survival, potential ambush point...no hiding and hoping.



# DEFEND

**Defend** because you have the legal right to defend yourself.

- If you cannot Avoid or Deny, be prepared to Defend yourself or die.
- Be aggressive and committed to your actions.
- Do not fight fairly, attack the threat.
- THIS IS ABOUT YOUR SURVIVAL, DO NOT GIVE UP.

# AVOID, DENY, DEFEND

“You can pull hair, hit them in the groin, use blunt objects to hit them with, if you are fighting fairly, you are doing it wrong. It’s not about who is the toughest kid on the playground. It’s about who goes home alive.”

Dr. Pete Blair ALERRT at Texas State University

# DEFEND: Seattle Pacific University





# Virginia Tech





A photograph of a large, multi-story stone building with a Gothic architectural style. The building features a prominent central window with multiple pointed arches and a balcony with decorative stone railings above the entrance. The entrance itself has a large wooden door with ornate metalwork. The building is surrounded by greenery, including a large bush in the foreground and trees on the sides. The sky is overcast.

# Norris Hall



# 2<sup>nd</sup> Floor



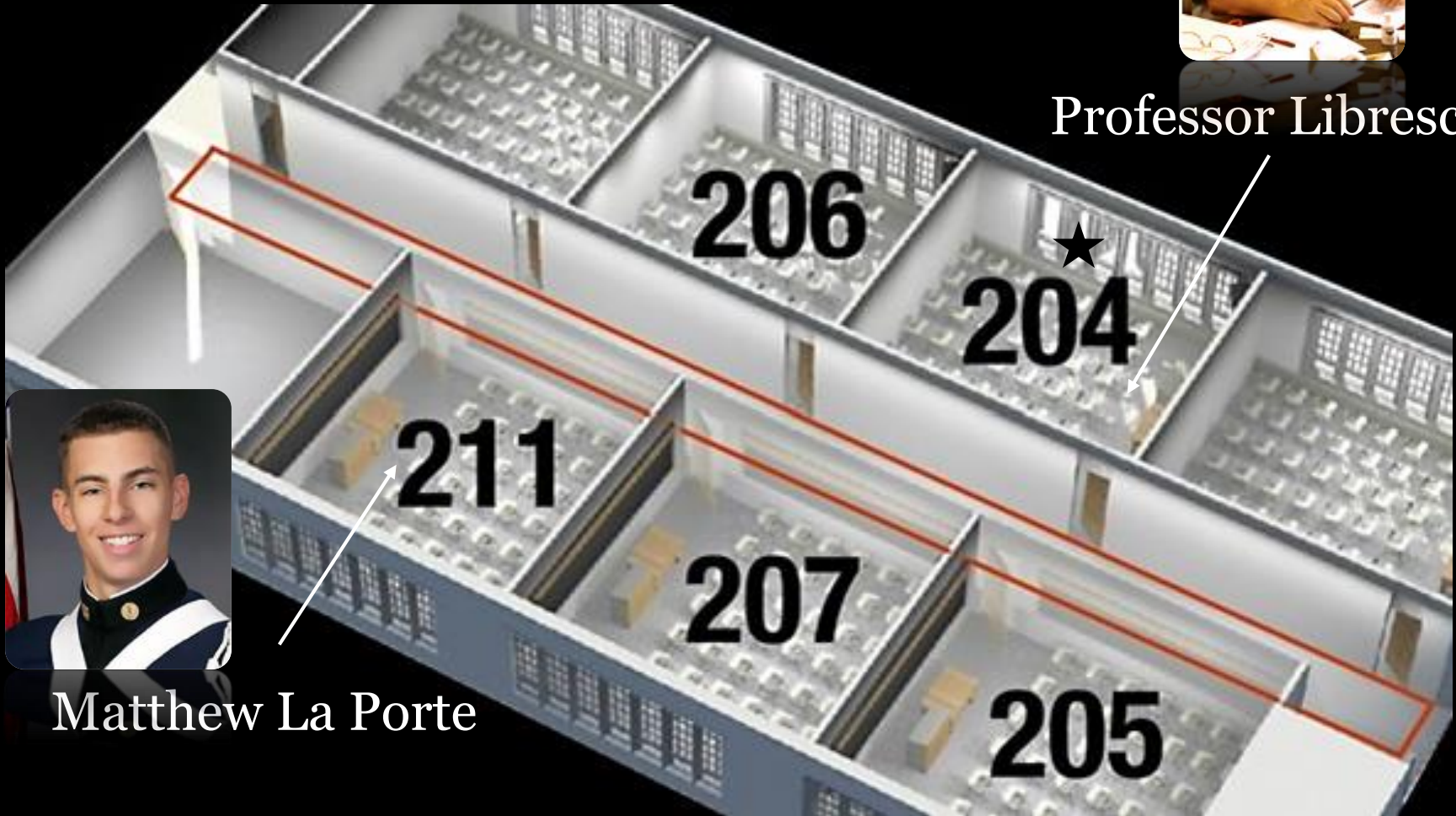
KRISTINA ANDERSON



# NORRIS HALL, 2<sup>nd</sup> FLOOR



Professor Librescu



Matthew La Porte

# LE PRIORITY OF WORK

- Stop the Killing
- Stop the Dying
- Evacuate the Casualties

# WHEN LAW ENFORCEMENT ARRIVES

- Follow verbal commands
- Show your palms, do not move unless instructed
- LE is working to provide a safe scene

# PREPARING FOR THE AFTERMATH

- Expect mental trauma
- Access to Critical Incident Stress Management (CISM) plan?
- Preparation, response, recovery, and mitigation are all-inclusive.

# RESILIENCY IN ACTION

## HEROISM IN RECENT SHOOTINGS

CA SYNAGOGUE



LORI GILBERT-KAYE

UNC-CHARLOTTE



RILEY HOWELL

DENVER  
STEM SCHOOL



KENDRICK CASTILLO

**MASS SHOOTINGS**

**THREE TRAGEDIES, THREE ACTS OF HEROISM**

**CNN**

6:16 AM PT

**SMERCONISH**

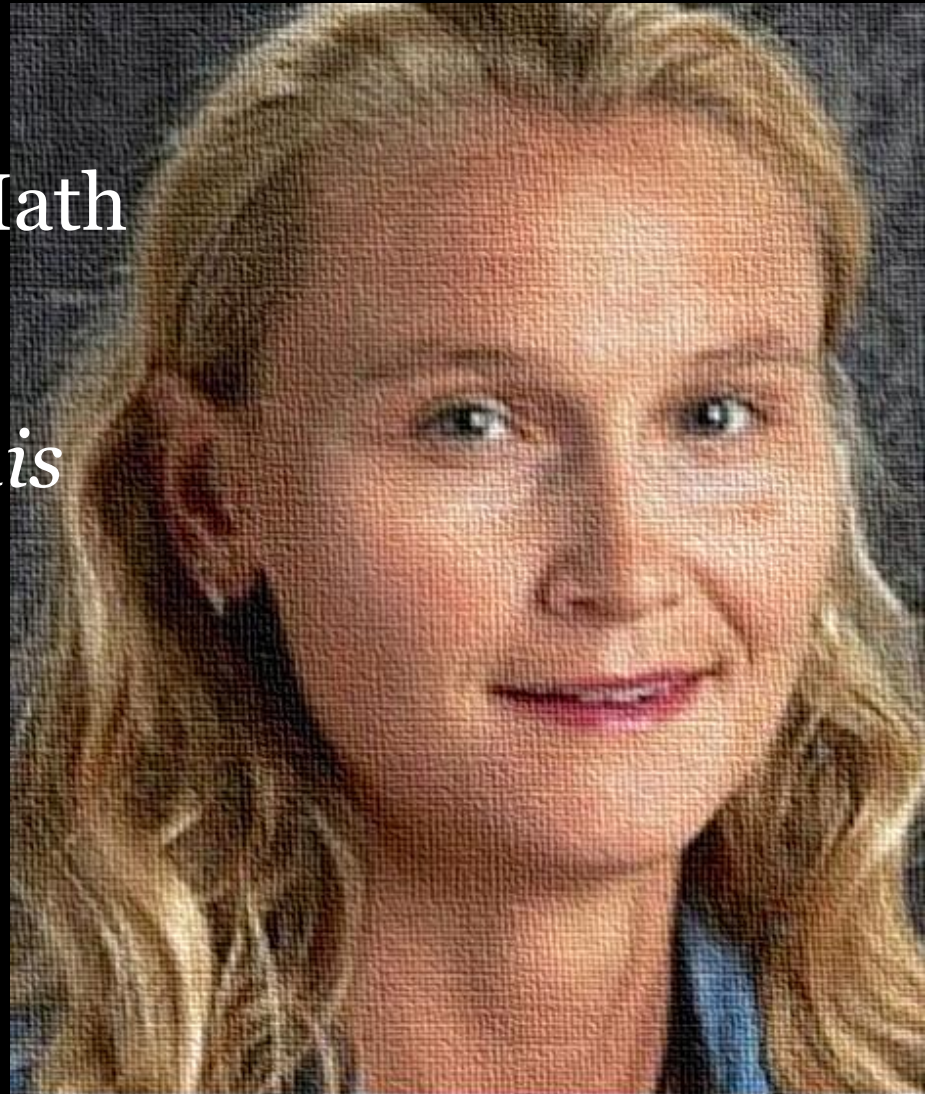


# Angela McQueen

Physical Education and Math  
Teacher

*“You’re not going to do this  
to my kids.”*

Mattoon, Ill 2017

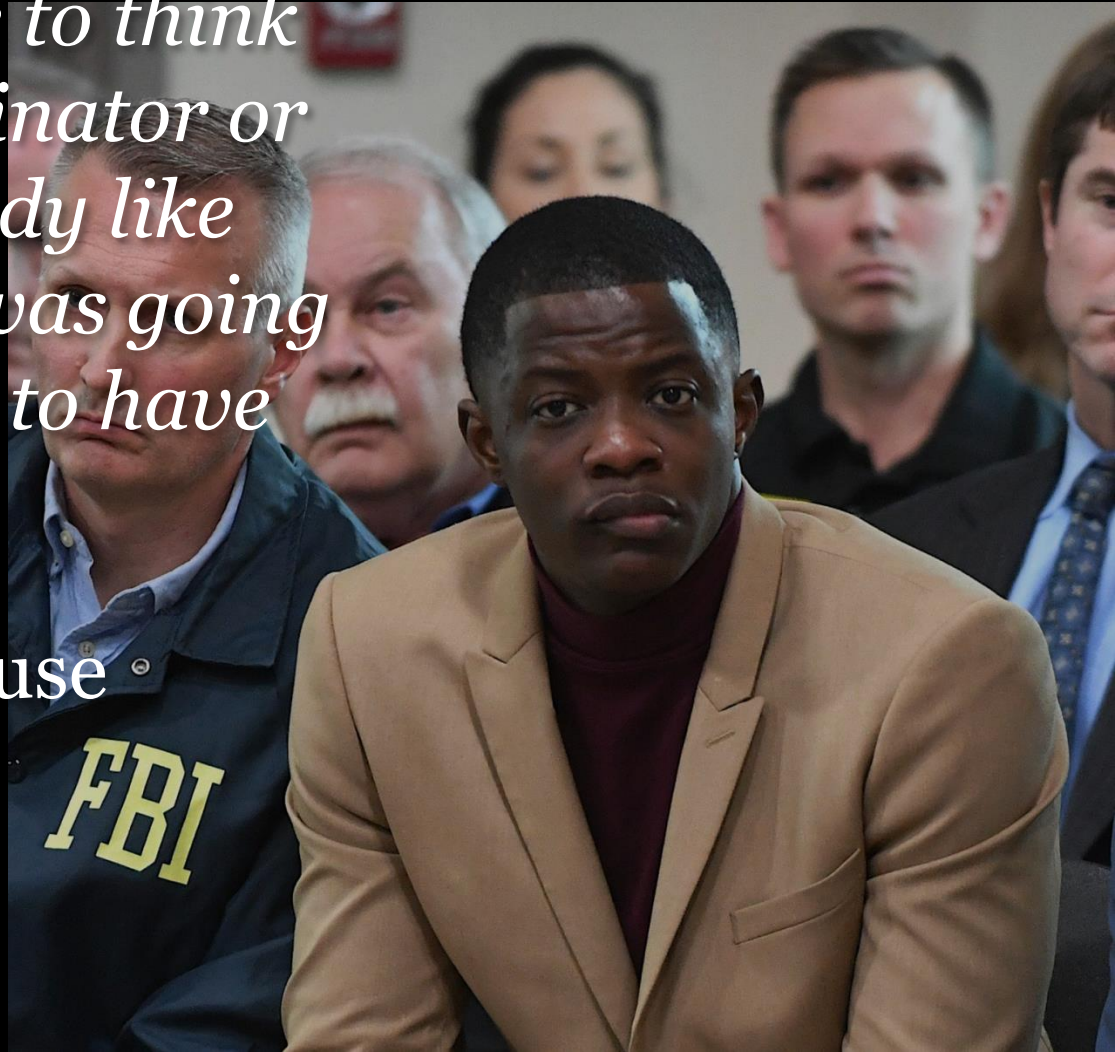




# James Shaw Jr.

*"I don't want people to think that I was the Terminator or Superman or anybody like that... I figured if I was going to die, he was going to have to work for it."*

Nashville Waffle House  
incident 2018



# Jason Seaman

Science teacher

*"My actions on that day, in my mind, were the only acceptable actions I could have done, I deeply care for my students and their well-being. So that is why I did what I did."*

Noblesville, IN 2018



# Keanon Lowe, Coach

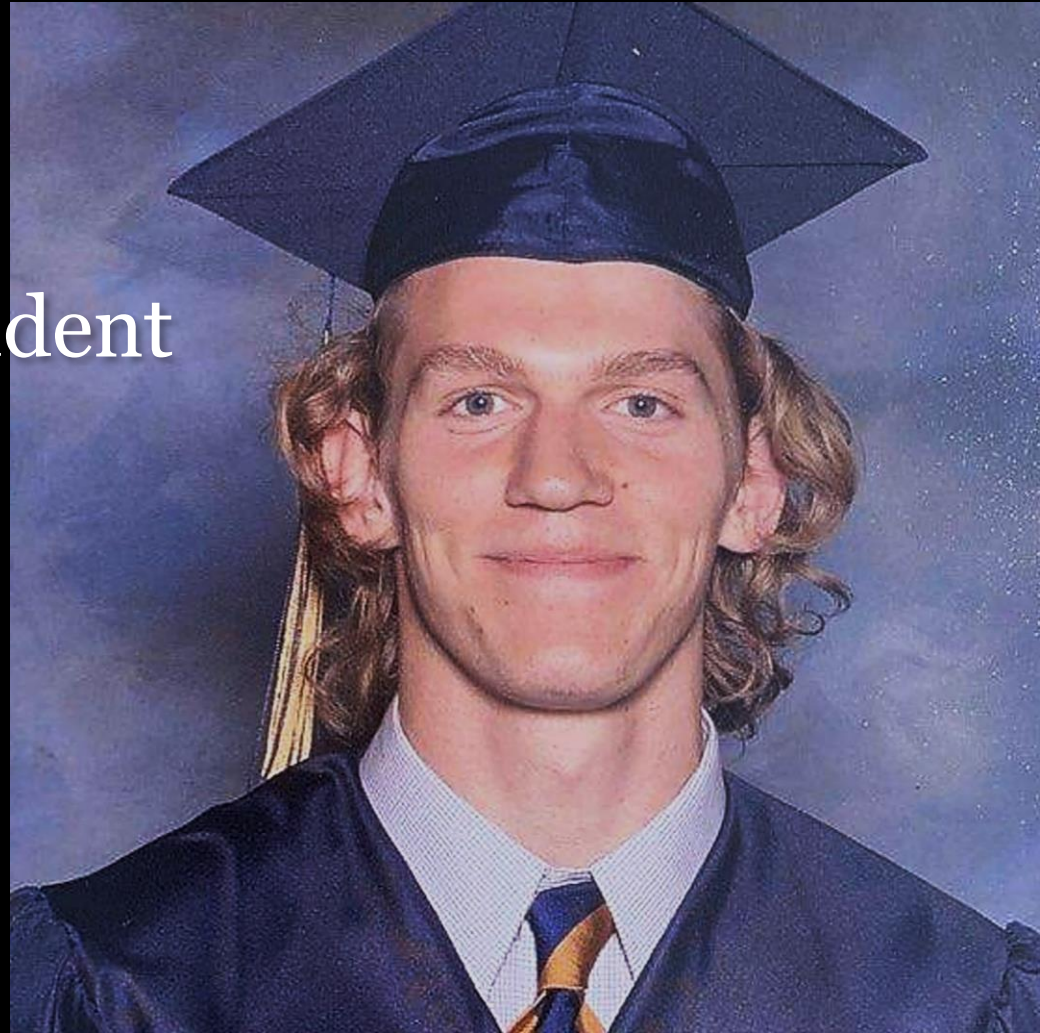
## Parkrose High School, OR 2019



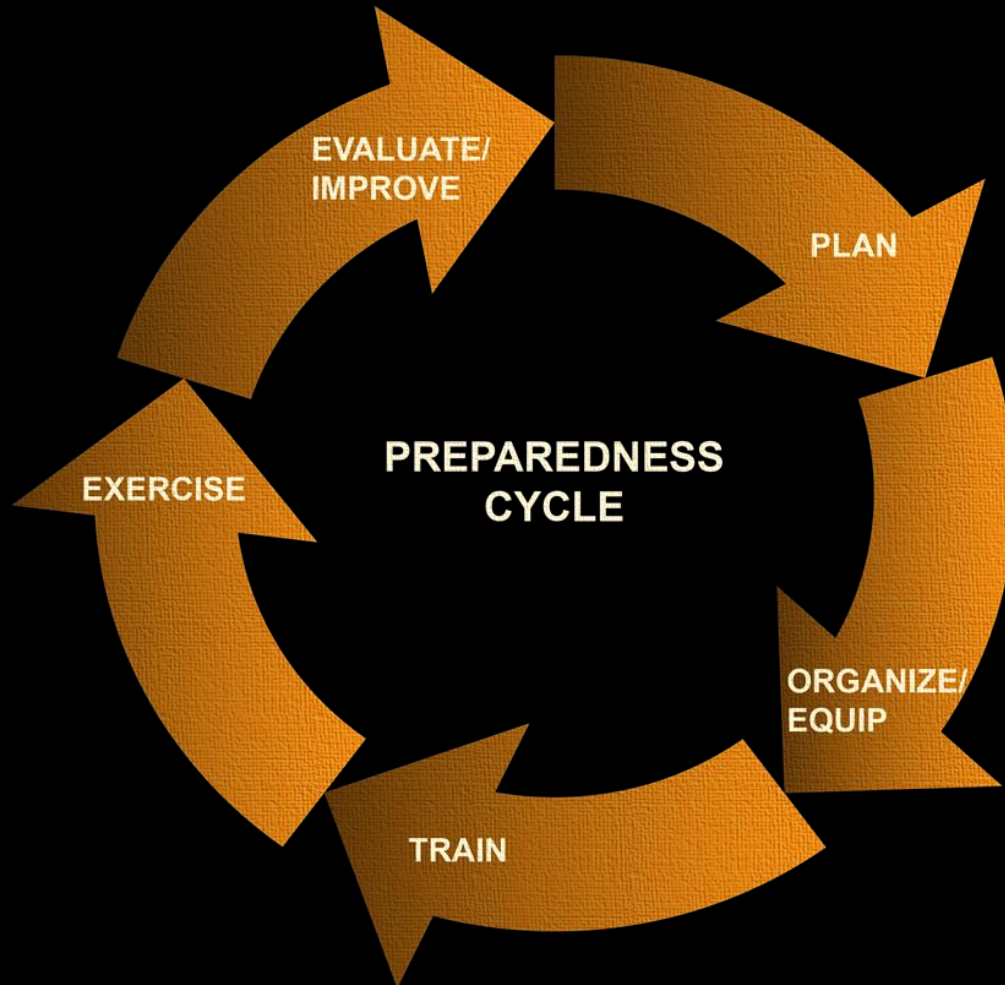


Riley Howell

UNC-Charlotte student  
2019



# CONDUCTING DRILLS/EXERCISES



Rehearsing appropriate actions during a drill instills confidence with the Immediate Responder and the action plans.

All drills/exercises should have specific measurable goals and objectives.

Drills and exercises are one of the most important parts of the emergency preparedness cycle.

# RESPONSE/RECOVERY TRANSITION

- Remember...the mitigation response is minutes.
- Recovery is long term...it's not over when it's over.
- Are we exercising plans?



A wide-angle photograph of a large, modern university building with a prominent central staircase and a green lawn in the foreground. The building is constructed of brick and has large windows. The sky is blue with some clouds. The text "Questions?" is overlaid in white serif font at the top center.

# Questions?

## What are your actionable goals within the ADD framework?